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ABSTRACT

In an effort to evaluate the occupational success of graduates and to determine how well academic programs prepare students for work, Piedmont Virginia Community College (PVCC) regularly conducts surveys of employers of PVCC graduates. In 1993, surveys were sent to the employers of 47 graduates from the class of 1990-91 who had previously given permission for their employers to be contacted. Usable responses were received from 32 employers, for a response rate of 68.1%. Survey findings included the following: (1) approximately 80% of the respondents rated PVCC graduates as "excellent" or "good" with respect to technical job skills, quality and quantity of work, attitude, and cooperation with fellow workers and supervisors; (2) of the 32 graduates whose employers returned responses, 45.2% had previously indicated that they intended to pursue their current jobs as long-range careers; (3) 33% of these graduates had previously indicated that they were very satisfied with their jobs, 60% were satisfied, and 6.7% were not very satisfied; (4) approximately 70% of the responding employers rated the graduates' math, writing, speaking, research, and logic skills as "excellent" or "good"; and (5) occupational education and training at PVCC was rated as "excellent" or "good" by 82.6% of the employers, while general education received similar ratings by 69.6%. Detailed appendixes include employer evaluations by program and degree, employer comments, job categories of participating graduates, a list of participating employers, and the survey instrument. (BCY)

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PIEDMONT VIRGINIA COMMUNITY COLLEGE

# Employer Survey Results for the Graduating Class of 1990-91

Office of Institutional
Research and Planning
Piedmont Virginia
Community College

Research Report
Number 2-92

April 1992

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# EMPLOYER SURVEY RESULTS FOR THE

# PVCC GRADUATING CLASS OF 1990-91

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Office of Institutional Research and Planning
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# EMPLOYER SURVEY: PVCC GRADUATING CLASS OF 1990-91

During January, February, and March of 1993, the Office of Institutional Research and Planning at Piedmont Virginia Community College (PVCC) surveyed employers of the college's 1990-91 graduates. The purpose of the survey was to evaluate the occupational success of PVCC graduates and to determine how well academic programs prepare students for work in various professions. Results of the survey were published in *Employer Survey Results for the PVCC Graduating Class of 1990-91* (PVCC Institutional Research Report No. 2-93, April 1993), the seventh in a series of annual employer survey reports. This brief highlights those results.

For the most part, employers responding to the survey were satisfied with the PVCC graduates they had hired. As can be seen in Table 1, approximately 80% of all employers rated the graduates as either "EXCELLENT (one of the best ever)" or "GOOD (better than most)" with respect to technical job skills, quality and quantity of work, attitude, and co-operation with fellow workers and supervisors. Few employers rated the graduates as "POOR (worse than most)."

**TABLE 1:** WORK EVALUATION OF 1990-91 PVCC GRADUATES BY EMPLOYERS

| Category | EXCELLENT (one of the best ever) | | GOOD (better than most) | | AVERAGE (about the same as most) | | POOR (worse than most) | |
|---|---|---|---|---|---|---|---|---|
| | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. |
| Technical Job Skills | 8 | 25.8% | 18 | 58.1% | 3 | 9.7% | 2 | 6.5% |
| Quality of Work | 12 | 37.5% | 13 | 40.6% | 6 | 18.8% | 1 | 3.1% |
| Quantity of Work | 15 | 57.7% | 6 | 23.1% | 4 | 15.4% | 1 | 3.8% |
| Attitude Toward Work | 15 | 46.9% | 11 | 34.4% | 4 | 12.5% | 2 | 6.3% |
| Cooperation with Fellow Workers | 20 | 62.5% | 7 | 21.9% | 2 | 6.3% | 3 | 9.4% |
| Cooperation with Supervisors | 21 | 67.7% | 6 | 19.4% | 3 | 9.7% | 1 | 3.2% |

(Continued on reverse side)

Employers also felt that PVCC graduates possessed better general skills than most employees (see Table 2). Approximately 70% of the employers rated the math, writing, speaking, research, and logic skills of the graduates as excellent or good.

Finally, as can be seen in Table 3, the employers seemed highly satisfied with the education and training provided by PVCC. Over 80% of the employers rated the college as either excellent or good in occupational training/education and approximately 70% rated it as either excellent or good in general education. No employer rated PVCC as poor in either occupational training/education or general education.

**TABLE 2:** GENERAL SKILLS EVALUATION OF 1990-91 PVCC GRADUATES BY EMPLOYERS

| Category | EXCELLENT (one of the best ever) | | GOOD (better than most) | | AVERAGE (about the same as most) | | POOR (worse than most) | |
|---|---|---|---|---|---|---|---|---|
| | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. |
| Math Skills | 8 | 29.6% | 11 | 40.7% | 7 | 25.9% | 1 | 3.7% |
| Writing Skills | 7 | 25.0% | 11 | 39.3% | 8 | 28.6% | 2 | 7.1% |
| Speaking Skills | 9 | 31.0% | 11 | 37.9% | 7 | 24.1% | 2 | 6.9% |
| Research Skills | 5 | 26.3% | 10 | 52.6% | 4 | 21.1% | 0 | 0.0% |
| Logic Skills | 7 | 22.6% | 14 | 45.2% | 10 | 32.3% | 0 | 0.0% |

**TABLE 3:** EVALUATION OF PVCC BY EMPLOYERS OF 1990-91 PVCC GRADUATES

| Category | EXCELLENT (one of the best ever) | | GOOD (better than most) | | AVERAGE (about the same as most) | | POOR (worse than most) | |
|---|---|---|---|---|---|---|---|---|
| | No. | Pct. | No. | Pct. | No. | Pct. | No. | Pct. |
| Occupational Education and Training | 2 | 8.7% | 17 | 73.9% | 4 | 17 | 0 | 0.0% |
| General Education | 2 | 8.7% | 14 | 60.9% | 7 | 30.4% | 0 | 0.0% |

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# EMPLOYER SURVEY RESULTS FOR THE PVCC GRADUATING CLASS OF 1990-91

## INTRODUCTION

This is the seventh in a series of annual studies on employer satisfaction with Piedmont Virginia Community College (PVCC) graduates.[1] For many students, the primary purpose of a college education is to obtain a particular job and attain success in that job. Many academic programs are at least partially designed with much the same purpose in mind--to secure jobs for students in technical fields or to upgrade the occupational skills of students. Graduate follow-up surveys, skills tests, and a number of other tools are available to measure this purpose, but ultimately it is an employer's satisfaction or dissatisfaction that determines the occupational success of both the graduate and the academic program. At a time when state legislatures, accrediting agencies, and state coordinating boards are demanding student outcomes assessment, employer evaluations are extremely important for all institutions of higher education.

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[1]See Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1984-1985* (PVCC Research Report No. 5-87, June 1987), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1985-1986* (PVCC Research Report No. 6-88, July 1988), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1986-1987* (PVCC Research Report No. 5-89, July 1989), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1987-1988* (PVCC Research Report No. 4-90, June 1990), Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1988-89* (PVCC Research Report No. 5-91, August 1991, and), and Ronald B. Head, *Employer Survey Results for the PVCC Graduating Class of 1989-90* (PVCC Research Report No. 2-92, February 1992),. Prior to 1987, PVCC had conducted two employer surveys, one in 1976, and one in 1980. Results of the 1980 survey, conducted by Robert A. Ross, were published in *Employer Follow-Up on the Occupational/Technical Graduates of the Class of 1978-1979* (PVCC Research Report No. 3-80, October 1980). After 1980, employer surveys were not conducted because college officials feared such surveys might violate the privacy rights of graduates.

## METHODOLOGY

To protect the privacy of PVCC graduates, the college surveys only employers of graduates who have given permission on a graduate follow-up survey to conduct an employer survey. Although this limits the number of employers who can be contacted, as well as raising the possibility of a self-selection bias, it is felt that the privacy rights of PVCC graduates have to be insured.

The survey form was essentially the same one used for previous studies with the addition of two questions. Employers were asked whether a graduates degree from PVCC helped the graduate obtain the job and whether the degree helped the graduate obtain a job promotion.

On the graduate follow-up survey for the class of 1990-91, 47 graduates, or 36.2% of all respondents, answered yes to the question "may we contact your employer to conduct an employer follow-up survey,." and returned a signed form authorizing their supervisors to complete employer surveys for PVCC.[2] In early January 1993, survey forms were sent to the employers of these graduates. In March, employers who had not returned completed surveys were contacted by telephone.

Thirty-two of the 47 employers completed and returned valid surveys for a response rate of 68.1%. This response rate was approximately the same as the response rate from the previous survey (67.3%), lower than those from the next two previous surveys (75.8% for 1988-89 graduates and 90.3% for 1987-88 graduates),

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[2]See Ronald B. Head, *Follow-up Survey of PVCC Graduates of the Class of 1990-91* (PVCC Research Report No. 5-92, September 1992).

and higher than those from the first two surveys (52.9% for 1985-86 graduates and 58.1% for 1986-87 graduates).

Results of the employer survey by PVCC instructional program and degree are included in this study as Appendix A, and employer comments are included as Appendix B. A list of the job titles of PVCC graduates whose employers completed surveys is included as Appendix C, and a list of all participating employers is included as Appendix D. The release form is included as Appendix E, and the survey instrument is included as Appendix F.

## EMPLOYER EVALUATION OF JOB PERFORMANCE

The evaluation of 1990-91 PVCC graduates by their employers with respect to job skills, performance, and attitude is presented in Table 1.

As can be seen, approximately 80% of all employers rated PVCC graduates as either "EXCELLENT (one of the best ever)" or "GOOD (better than

**TABLE 1:** Work Evaluation of 1990-91 PVCC Graduates by Employers

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Technical Job Skills | 8 | 25.8% | 18 | 58.1% | 3 | 9.7% | 2 | 6.5% |
| Quality of Work | 12 | 37.5% | 13 | 40.6% | 6 | 18.8% | 1 | 3.1% |
| Quantity of Work | 15 | 57.7% | 6 | 23.1% | 4 | 15.4% | 1 | 3.8% |
| Attitude Toward Work | 15 | 46.9% | 11 | 34.4% | 4 | 12.5% | 2 | 6.3% |
| Cooperation with Fellow Workers | 20 | 62.5% | 7 | 21.9% | 2 | 6.3% | 3 | 9.4% |
| Cooperation with Supervisors | 21 | 67.7% | 6 | 19.4% | 3 | 9.7% | 1 | 3.2% |

most)" in all categories. Approximately two-thirds or more of the employers rated the graduates as excellent in two categories: cooperation with fellow workers and cooperation with supervisors. The category receiving the fewest excellent ratings was technical job skills, but this was also the category receiving the most good ratings. Between one and three employers rated the graduates as poor in each category.

The ratings given to 1987-88 PVCC graduates were similar to those given by employers on previous surveys. The percentage of employers ranking graduates as excellent was generally higher but the percentage ranking graduates as poor was also higher. As noted in the methodology section of this study, employer evaluations of 1990-91 PVCC graduates by both curricular program and degree, as well as by technical job skills, quality and quantity of work, attitude, cooperation with fellow workers, and cooperation with supervisors are presented in Tables 5 through 10 of Appendix A. Care should be taken in interpreting the figures in these tables due to the small number of respondents in most programs.

Of the 32 graduates whose employers returned valid surveys, 12.9% indicated on the graduate follow-up survey that they had obtained their jobs prior to enrolling at PVCC, 45.2% indicated they had obtained them while enrolled at PVCC, and 41.9% indicated they had obtained them after graduation. Also, 45.2% (14) had indicated on the graduate follow-up survey that they intended to pursue their current jobs as long-range careers, 25.8% (8) indicated they would not pursue their current jobs as long-range careers, and 29% (9) were undecided. For the most part, these graduates were more certain of their career plans than other graduate survey respondents (38.3% of

all respondents indicated they would pursue their jobs as long-range careers, 39.4% indicated they would not; and 22.3% indicated they were undecided).

On the graduate follow-up survey, 33.3% (10) of the graduates whose employers returned surveys had indicated they were very satisfied with their jobs, 60% (18) were satisfied, 6.7% (2) were not very satisfied, and none were unsatisfied. Percentage figures for all respondents to the graduate follow-up survey were only slightly lower. Twenty-nine percent of all respondents were very satisfied, 57% were satisfied, 14% were not very satisfied, and none were dissatisfied.

As noted earlier, surveying employers only with the permission of the PVCC graduates may have biased the survey results. One might assume that satisfied, productive workers are more likely than unsatisfied, unproductive workers to allow their employers to be contacted. However, as has just been shown, the PVCC graduates who granted permission for PVCC to contact their employers were only slightly more satisfied with their jobs than those who did not. Because the percentage differences between the two groups were not that great, it is questionable whether the results of the survey were biased by the selection procedure.

**TABLE 2:** Correlation Between Job Satisfaction and Employer Evaluation of 1990-91 PVCC Graduates

| CATEGORY | CORRELATION COEFFICIENT |
|---|---|
| Technical Job Skills | 0.31857 |
| Quality of Work | 0.38063 |
| Quantity of Work | -0.10749 |
| Attitude Toward Work | 0.18832 |
| Cooperation with Fellow Workers | 0.10171 |
| Cooperation with Supervisors | 0.12109 |

NOTE: The correlation coefficient in this table was calculated using the Pearson Product-Moment Correlation Coefficient. Measures of correlation are typically defined as having values ranging from -1 to +1. A value of -1 indicates a perfect negative relation, while a value of +1 indicates a perfect positive relation.

To investigate this further, correlation coefficients were calculated between each of the categories in Table 1 and the job satisfaction of the PVCC graduates. The results are presented in Table 2.

For the most part, a slightly positive correlation between job satisfaction and employer evaluations was evident. In other words, high job satisfaction by a PVCC graduate generally resulted in a high rating by the employer in a particular category. The highest correlations between job satisfaction and other factors were for quality of work (0.38063) and for technical job skills (0.31857). The lowest correlations were for cooperation with supervisors (0.12109), cooperation with fellow workers (0.10171), and quantity of work (-0.10749). The correlation between job satisfaction and quantity of work was the only negative correlation figure obtained.

With respect to the value of a PVCC degree in obtaining a job or advancing within a job, 40% of the employers surveyed indicated that the PVCC degree was required and 60% indicated it was not. Twenty-five percent also indicated that the degree was necessary for a job promotion.

## EMPLOYER EVALUATION OF GENERAL SKILLS

Table 3 presents the evaluation of general skills given by employers to 1990-91 PVCC graduates. Employers evaluated general skills in math, writing, speaking, research, and logic.

**TABLE 3:** General Skills Evaluation of 1990-91 PVCC Graduates by Employers

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Math Skills | 8 | 29.6% | 11 | 40.7% | 7 | 25.9% | 1 | 3.7% |
| Writing Skills | 7 | 25.0% | 11 | 39.3% | 8 | 28.6% | 2 | 7.1% |
| Speaking Skills | 9 | 31.0% | 11 | 37.9% | 7 | 24.1% | 2 | 6.9% |
| Research Skills | 5 | 26.3% | 10 | 52.6% | 4 | 21.1% | 0 | 0.0% |
| Logic Skills | 7 | 22.6% | 14 | 45.2% | 10 | 32.3% | 0 | 0.0% |

For the most part, employers felt that PVCC graduates had better general skills than most employees. Approximately 70% or more of the employers rated the PVCC graduates as "EXCELLENT (one of the best ever)" or "GOOD (better than most)" in all categories. In one category, logic skills, approximately 80% of all employers rated the PVCC graduates as excellent or good. In only three categories were PVCC graduates rated as POOR (worse than most). These categories were writing (7.1%), speaking (6.9%), and math (3.7%).

In all general skills categories, a larger percentage of 1990-91 graduate employers rated their employees as excellent or good than did 1989-90 graduate employers. Employer evaluations of 1990-91 PVCC graduates by both curricular program and degree, as well as by skills in math, writing, speaking, research, and logic are present-

ed in Tables 11 through 15 of Appendix A. Again, as noted earlier, care should be exercised in interpreting figures from any table in Appendix A. In many cases, the numbers of respondents are too few for meaningful conclusions to be drawn.

## EMPLOYER EVALUATION OF TRAINING AND EDUCATION AT PVCC

Employers were asked to rate PVCC according to two categories: (1) occupational education/training; and (2) general education. The results of this evaluation are shown in Table 4.

**TABLE 4:** Evaluation of PVCC by Employers of 1990-91 PVCC Graduates

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Occupational Education and Training | 2 | 8.7% | 17 | 73.9% | 4 | 17.4% | 0 | 0.0% |
| General Education | 2 | 8.7% | 14 | 60.9% | 7 | 30.4% | 0 | 0.0% |

The majority of the employers felt that PVCC was better than most institutions with respect to both occupational education and training and general education. Occupational education and training at PVCC was rated as "EXCELLENT (one of the best ever)" or "GOOD (better than most)" by 82.6% of the employers, and general education was rated as either excellent or good by 69.6%. No employers rated either occupational education and training or general education as "POOR (worse than most). The rating for occupational education and training was quite similar to that obtained in the survey of employers of 1989-90 graduates, but the rating for general

education was lower (80% of all 1989-90 employers rated PVCC's general education as either excellent or good).

## CONCLUSIONS

For the most part, employers were satisfied with the 1990-91 PVCC graduates they had hired. With respect to job skills, quality and quantity of work, attitude, and cooperation with fellow workers and supervisors, approximately 80% of all employers rated the graduates as either excellent or good. Nearly 70% of all employers also rated the general skills (math, writing, speaking, research and logic) of the graduates as excellent or good.

Employers seemed extremely satisfied with the education and training provided by PVCC. Over 80% of all employers rated the college as either excellent or good in occupational training and education, and slightly less than 70% rated the college as either excellent or good in general education. No employers rated PVCC as poor.

## APPENDIX A:

## EMPLOYER EVALUATIONS BY CURRICULAR PROGRAM AND DEGREE RECEIVED

**TABLE 5:** Employer Evaluation of Technical Job Skills of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 1 | 33.3% | 2 | 66.7% | 0 | 0.0% | 0 | 0.0% |
| Education | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 1 | 25.0% | 2 | 50.0% | 0 | 0.0% | 1 | 25.0% |
| A.S. Degree | 2 | 25.0% | 5 | 62.5% | 0 | 0.0% | 1 | 12.5% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 2 | 20.0% | 5 | 50.0% | 3 | 30.0% | 0 | 0.0% |
| Office Systems Technology | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% |
| Police Science | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 4 | 20.0% | 12 | 60.0% | 3 | 15.0% | 1 | 5.0% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 8 | 25.8% | 18 | 58.1% | 3 | 9.7% | 2 | 6.5% |

**TABLE 6:** Employer Evaluation of Quality of Work of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 3 | 75.0% | 1 | 25.0% | 0 | 0.0% |
| A.S. Degree | 3 | 33.3% | 5 | 55.6% | 1 | 11.1% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 3 | 30.0% | 3 | 30.0% | 4 | 40.0% | 0 | 0.0% |
| Office Systems Technology | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% | 1 | 50.0% |
| Police Science | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 7 | 35.0% | 7 | 35.0% | 5 | 25.0% | 1 | 5.0% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 12 | 37.5% | 13 | 40.6% | 6 | 18.8% | 1 | 3.1% |

TABLE 7: Employer Evaluation of Quantity of Work 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| A.A. Degree | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| Business Administration | 3 | 75.0% | 1 | 25.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 3 | 75.0% | 0 | 0.0% | 1 | 25.0% | 0 | 0.0% |
| A.S. Degree | 7 | 77.8% | 1 | 11.1% | 1 | 11.1% | 0 | 0.0% |
| Accounting | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 1 | 11.1% | 5 | 55.6% | 2 | 22.2% | 1 | 11.1% |
| Office Systems Technology | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| Police Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 7 | 43.8% | 5 | 31.3% | 3 | 18.8% | 1 | 6.3% |
| CAREER STUDIES Business and Management | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 15 | 57.7% | 6 | 23.1% | 4 | 15.4% | 1 | 3.8% |

**TABLE 8:** Employer Evaluation of Attitude Toward Work of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 4 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 1 | 25.0% | 3 | 75.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 6 | 66.7% | 3 | 33.3% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 4 | 40.0% | 2 | 20.0% | 2 | 20.0% | 2 | 20.0% |
| Office Systems Technology | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 7 | 35.0% | 7 | 35.0% | 4 | 20.0% | 2 | 10.0% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 15 | 46.9% | 11 | 34.4% | 4 | 12.5% | 2 | 6.3% |

**TABLE 9:** Employer Evaluation of Cooperation with Fellow Workers of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 3 | 75.0% | 1 | 25.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 6 | 66.7% | 3 | 33.3% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 4 | 40.0% | 2 | 20.0% | 2 | 20.0% | 2 | 20.0% |
| Office Systems Technology | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% |
| Respiratory Therapy | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 11 | 55.0% | 4 | 20.0% | 2 | 10.0% | 3 | 15.0% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 20 | 62.5% | 7 | 21.9% | 2 | 6.3% | 3 | 9.4% |

**TABLE 10:** Employer Evaluation of Cooperation with Supervisors of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 3 | 75.0% | 1 | 25.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 6 | 66.7% | 3 | 33.3% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Marketing | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 5 | 55.6% | 1 | 11.1% | 2 | 22.2% | 1 | 11.1% |
| Office Systems Technology | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Respiratory Therapy | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 12 | 63.2% | 3 | 15.8% | 3 | 15.8% | 1 | 5.3% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 21 | 67.7% | 6 | 19.4% | 3 | 9.7% | 1 | 3.2% |

**TABLE 11:** Employer Evaluation of Math Skills of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| A.A. Degree | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| Business Administration | 3 | 75.0% | 1 | 25.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 5 | 71.4% | 2 | 28.6% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 1 | 10.0% | 4 | 40.0% | 5 | 50.0% | 0 | 0.0% |
| Office Systems Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| A.A.S. Degree | 2 | 11.1% | 8 | 44.4% | 7 | 38.9% | 1 | 5.6% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 8 | 29.6% | 11 | 40.7% | 7 | 25.9% | 1 | 3.7% |

**TABLE 12:** Employer Evaluation of Writing Skills of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 3 | 42.9% | 4 | 57.1% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 2 | 20.0% | 3 | 30.0% | 5 | 50.0% | 0 | 0.0% |
| Office Systems Technology | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% | 1 | 50.0% |
| Police Science | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| A.A.S. Degree | 3 | 15.8% | 6 | 31.6% | 8 | 42.1% | 2 | 10.5% |
| CAREER STUDIES Business and Management | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 7 | 25.0% | 11 | 39.3% | 8 | 28.6% | 2 | 7.1% |

**TABLE 13:** Employer Evaluation of Speaking Skills of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| A.A. Degree | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| Business Administration | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 3 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 2 | 25.0% | 6 | 75.0% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 1 | 50.0% | 0 | 0.0% | 1 | 50.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 3 | 30.0% | 1 | 10.0% | 5 | 50.0% | 1 | 10.0% |
| Office Systems Technology | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| A.A.S. Degree | 6 | 30.0% | 5 | 25.0% | 7 | 35.0% | 2 | 10.0% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 9 | 31.0% | 11 | 37.9% | 7 | 24.1% | 2 | 6.9% |

**TABLE 14:** Employer Evaluation of Research skills of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| A.A. Degree | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| Business Administration | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| General Studies | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.S. Degree | 2 | 33.3% | 4 | 66.7% | 0 | 0.0% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | -- | 0 | -- | 0 | -- | 0 | -- |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 1 | 16.7% | 2 | 33.3% | 3 | 50.0% | 0 | 0.0% |
| Office Systems Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% |
| A.A.S. Degree | 2 | 16.7% | 6 | 50.0% | 4 | 33.3% | 0 | 0.0% |
| CAREER STUDIES Business and Management | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 5 | 26.3% | 10 | 52.6% | 4 | 21.1% | 0 | 0.0% |

**TABLE 15:** Employer Evaluation of Logic Skills of 1990-91 PVCC Graduates by Curricular Program and Degree Received

| Category | EXCELLENT (one of the best ever) No. | Pct. | GOOD (better than most) No. | Pct. | AVERAGE (about the same as most) No. | Pct. | POOR (worse than most) No. | Pct. |
|---|---|---|---|---|---|---|---|---|
| Fine Arts | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| A.A. Degree | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| Business Administration | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Education | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% | 0 | 0.0% |
| General Studies | 0 | 0.0% | 2 | 50.0% | 2 | 50.0% | 0 | 0.0% |
| A.S. Degree | 3 | 33.3% | 4 | 44.4% | 2 | 22.2% | 0 | 0.0% |
| Accounting | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| General Management | 0 | 0.0% | 0 | 0.0% | 2 | 100.0% | 0 | 0.0% |
| Marketing | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Nursing | 2 | 20.0% | 3 | 30.0% | 5 | 50.0% | 0 | 0.0% |
| Office Systems Technology | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| Police Science | 0 | 0.0% | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% |
| Respiratory Therapy | 0 | 0.0% | 1 | 100.0% | 0 | 0.0% | 0 | 0.0% |
| A.A.S. Degree | 2 | 10.5% | 9 | 47.4% | 8 | 42.1% | 0 | 0.0% |
| CAREER STUDIES | | | | | | | | |
| Business and Management | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| Certificate | 1 | 50.0% | 1 | 50.0% | 0 | 0.0% | 0 | 0.0% |
| TOTAL | 7 | 22.6% | 14 | 45.2% | 10 | 32.3% | 0 | 0.0% |

## APPENDIX B:

## EMPLOYER COMMENTS

**Employer Comments**

[This graduate] is a very good, hard working employee but seems most comfortable with simple, repetitive tasks. He seems to get frustrated when a task involves many detailed instructions. I do not know enough about the quality of education provided by Piedmont Community College to render a decision on occupational training.

---

[PVCC needs to emphasize] writing skills, including grammar.

---

[This graduate] reported for work eager to work and learn. Very good employee. She seems very mature for her age--which I'm not sure how much credit you can claim at PVCC.

---

[PVCC should be] creating in students a sense of responsibility to [the] employer--it's not a 9-5 place to hang out and receive a paycheck.

---

[This graduate] is currently experiencing a very stressful time--personally and professionally. She is considering a career move to another unit at UVa or elsewhere.

---

[This graduate] is a fantastic employee. I realize my ratings are all excellent's, but he is truly deserving of this rating. I don't generally rate high.

---

[This graduate] has been a welcome addition to our staff.

---

I do know that [this graduate] has been an excellent person to have working with our new program. Her work skills are excellent and her personality makes it fun to work with her in a variety of settings.

---

[This graduate] has a very positive attitude toward work. She is <u>very</u> pleasant and cooperative--the problem is in her lack of attention to detail, checking, reading, editing & follow up. I am interested in supporting PVCC because you make a <u>very</u> valuable contribution & I don't want to be negative about [this graduate]--but the above defects are real!

---

[This graduate's] writing skills and verbal skills with upper management would be enhanced by course work which concentrated using these skills in a business environment.

---

## APPENDIX C:

## JOB CATEGORIES OF PVCC GRADUATES WHOSE EMPLOYERS COMPLETED SURVEYS

**JOB CATEGORIES**

Accountant
Accounting Manager
Administrative Coordinator
Assistant Director of Nursing
Assistant Manager
Assistant Site Facilitator
Bank Teller
Carpenter
Debt Recovery Specialist (Collector)
Electronics Technician
Fire Fighter
Library Assistant
Nurse (RN)
Office Assistance Clerk
Office Manager
Office Services Specialist
Payroll & Personnel Assistant
Program Support Technician
Respiratory Therapist
Sales Associate
Secretary
Sheet Metal Fabricator
Statistical Assistant
Taxi Cab Driver
Television Production Technician

## APPENDIX D:

## PARTICIPATING EMPLOYERS

## LIST OF PARTICIPATING EMPLOYER ORGANIZATIONS

AIRPORT MOTORS
BLUE RIDGE HOSPITAL
BURNLEY MORAN ELEMENTARY SCHOOL
CHILD HEALTH PARTNERSHIP
CHIPPENHAM MEDICAL CENTER
CITY OF CHARLOTTESVILLE
CITY OF CHARLOTTESVILLE FIRE DEPARTMENT
DARDEN SCHOOL FOUNDATION
DATA VISIBLE CORPORATION
DYKE BUILDERS, INC.
EMPLOYMENT SUPPORT INSTITUTE
F & M BANK
GORDONS JEWELERS
MANPOWER TEMPORARY SERVICES
MARGUIS SERVICE, INC.
MARTHA JEFFERSON HOSPITAL
NATIONAL RADIO ASTRONOMY OBSERVATORY
PIEDMONT VIRGINIA COMMUNITY COLLEGE
REGION TEN COMMUNITY SERVICE BOARD
SPERRY MARINE, INC.
STEP ONE, INC.
THE CEDARS
UNIVERSITY OF VIRGINIA
UNIVERSITY OF VIRGINIA ATHLETIC DEPARTMENT
UNIVERSITY OF VIRGINIA DARDEN BUSINESS SCHOOL
UNIVERSITY OF VIRGINIA HEALTH SCIENCES CENTER
UNIVERSITY OF VIRGINIA HOSPITAL
UNIVERSITY OF VIRGINIA LIBRARY SERVICES
UNIVERSITY OF VIRGINIA PHYSICS DEPARTMENT
UNIVERSITY OF VIRGINIA SCHOOL OF NURSING
VILLAGE ANIMAL HOSPITAL
WAYNE-TEX, INC.
WESTERN STATE HOSPITAL
YELLOW CABS OF CULPEPER

## APPENDIX E:

## EMPLOYER CONTACT AUTHORIZATION FORM

# PIEDMONT VIRGINIA COMMUNITY COLLEGE
# EMPLOYER CONTACT AUTHORIZATION FORM

Date _____

I, the undersigned, grant permission for Piedmont Virginia Community College (PVCC), from which I recently graduated, to contact my employer for the purpose of conducting an employer survey to determine employer satisfaction with the college, its graduates, and its programs of study. I authorize my employer to complete the employer survey form and return it to PVCC.

I understand that the purpose of the employer survey is educational, that survey results will remain confidential, and that only aggregate, not individual, data will be released by PVCC.

_____

(signature)

- - - -

## APPENDIX F:

## SURVEY INSTRUMENT

In comparison to other employees you hire at the same level and in the same capacity, John X. Doe, Jr. rates as:

| | EXCELLENT (one of the best ever) | GOOD (better than most) | AVERAGE (about the same as most) | POOR (worse than most) | N/A (not applicable) |
|---|---|---|---|---|---|
| Technical job skills | | | | | |
| Quality of work | | | | | |
| Quantity of work | | | | | |
| Attitude toward work | | | | | |
| Cooperation with fellow workers | | | | | |
| Cooperation with supervisors | | | | | |
| Math skills | | | | | |
| Writing skills | | | | | |
| Speaking skills | | | | | |
| Research skills | | | | | |
| Logic skills | | | | | |

In comparison to similar institutions, PVCC rates as:

| | EXCELLENT (one of the best ever) | GOOD (better than most) | AVERAGE (about the same as most) | POOR (worse than most) | N/A (not applicable) |
|---|---|---|---|---|---|
| Occupational education/training | | | | | |
| General education | | | | | |

Was the PVCC degree required to obtain this job (Y/N)? _____

Was the PVCC degree required to obtain a job promotion (Y/N)? _____

Do you participate in PVCC's cooperative education program? _____

If not, are you interested in learning more about the program? _____

Please use the reverse side of this page to make any written comments you think will be helpful to PVCC in evaluating the success of its academic programs and graduates. Thank you for your cooperation.



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